



United States Coast Guard
U.S. Department of Homeland Security

R 140738 JUN 18

FM COMDT COGARD WASHINGTON DC//CG-1//

TO ALCOAST

UNCLAS //N05310//

ALCOAST 227/18

COMDTNOTE 5310

SUBJ: COMDT (CG-1) INITIATIVES TO ENHANCE THE MISSION READY TOTAL WORKFORCE

A: COMDT COGARD WASHINGTON DC 011425 JUN 18/ALCOAST 214/18

1. In support of the Commandant's priorities in REF (a), COMDT (CG-1) will be executing the following initial actions to streamline process, support members and their families, improve training, and empower leaders in order to enhance the mission ready total workforce.

COMDT (CG-1) will announce policy implementation and details by ALCOAST or ALCOAST Change Notice no later than 1 Sep 18 for all initiatives, unless otherwise indicated.

a. Align follow-on enlistment and extension contract dates with the assignment year to offset challenges with off-season departures from the service.

b. Shift E-6 Evaluations to an Annual Cycle to reduce administrative burden and workload. The appropriate end of marking period for the E-6 annual EER is under review.

c. Implement a single page O-2 OER. COMDT (CG-1) and PSC will revise policy and procedures to support a January roll out of a single page OER for O-2s.

d. Provide Officers in Charge the ability to advance enlisted members (Effect advancements of E1-E3 and sign E4-E6 certificates).

e. Align co-location tour completion dates for O1-O4 and E1-E6.

f. Provide options in policy to defer TAD assignments for post-partum active duty members for 12 months.

g. COMDT (CG-12) has taken steps to immediately prioritize Civilian Marine Inspector hiring.

h. Expand the number of Certified Medical Assistants (CMA) and Health Benefit Advisors (HBA). Personnel will be in place by 30 Nov 18. CMA/HBA locations selected by PACAREA, LANTAREA and FORCECOM are CG clinics in San Juan, Boston, Humboldt Bay, North Bend and Cape May (2).

i. Establish a selection panel process to guide E-9 advancements with the first panel convening no later than 2020 for 2021 advancements. Additionally, PSC will create a staffing plan for EPM-3 that will ensure the integrity and consistency of the EER system and prepare the Service for the future advancement panel process.

j. Develop plan for increasing Direct Commission Officer (DCO) accessions of Maritime Academy Graduates with an interest in the Prevention field.

2. Greater detail will be provided for each action item upon promulgation of the associated policy. COMDT (CG-1) personnel working on these initiatives will coordinate closely with Deputy Commandant for Mission Support, Deputy Commandant for Operations, LANT, and PAC partners to ensure solutions are integrated and meet intended requirements.

3. RDML William G. Kelly, Assistant Commandant for Human Resources, sends.
4. Internet release authorized.

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